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ABSTRACT

This paper presents data from a 25-year study of women in intercollegiate sports. The opportunity for female athletes to participate in intercollegiate athletics generally increased over time. The same six sports continue to be the most popular: basketball, volleyball, soccer, tennis, cross country, and softball, with soccer exhibiting the greatest growth of any sport. About 44 percent of the coaches of women's teams are female, down from 45.6 percent in 2000. When Title IX was enacted in 1972, most women's teams were coached by women. Most of the new coaching jobs in women's athletics since 2000 have been filled by males. Women hold just over half of the paid assistant coaching jobs within the women's NCAA intercollegiate programs and just under half of the unpaid positions. Nearly 18 percent of women's programs are directed by females, and nearly 19 percent have no females anywhere in the athletic administrative structure. When Title IX was enacted, most women's programs were directed by a female head administrator. About 12 percent of full time sports information directors are females, and over 27 percent of full time head athletic trainers are females. (SM)

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Women in Intercollegiate Sport

A Longitudinal Study - Twenty Five Year Update

1977-2002

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Overview of Findings

Participation Opportunities for Female Athletes

- The average number of teams offered per school is at an all time high of 8.34. In 1972 the number was a little over 2 per school and in 1978, the mandatory 'compliance' date for Title IX, the number was 5.61.
- In the one year period of 2001 to 2002, 118 new women's teams were added. In the last four years, 1998-2002, there have been 885 new teams added.
- All three divisions continue to show an increase in the number of sports offered to the female student athletes. Division I schools average 9.36, Division II average 6.94 and Division III average 8.42 teams per school.
- The same six sports continue to be the most popular: basketball, volleyball, soccer, tennis, cross country, and softball, with soccer moving to third place.
- Soccer exhibits the greatest growth of any sport in the last 25 years. It is now offered for women on 87.9 % of the campuses and in 1977 it was only found on 2.8% of the campuses. Soccer has increased 40 fold since 1977. It is more popular than any sport offered to intercollegiate women except volleyball and basketball.
- Lacrosse and golf have grown markedly in the past decade. Crew/rowing is also increasing in popularity among women's programs.

Status of Women as Head Coaches

- 44.0% of the coaches of women's teams are females, down from 45.6% in 2000, which was also down from 47.4 in 1998. This is the lowest representation of females as head coaches of women's teams in history.
- When Title IX was enacted in 1972, more than 90% of women's teams were coached by women.
- In 2002, there were 8132 head coaching jobs of women's NCAA teams, an increase of 361 jobs from 2000 and an increase of 534 jobs since 1998.
- Of the 361 new jobs in the last two years, women have been hired for only 35. This represents less than 10% of the new jobs. Men obtained 9 out of 10 of the new head coaching jobs in women's athletics and 49 out of 50 in men's athletics over the last two years.
- 90.3% of the new coaching jobs in women's athletics since 2000 have been filled by males.
- The percentage of females among the coaching ranks of men's athletics remains under 2% as it has been for at least the last 3 decades.
- Of the five most popular sports in women's programs, softball is the most likely to have a female coach (65.1%) closely followed by basketball (62.8%). Volleyball, an historically women's sport, has 57.3% female coaches

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Status of Women as Assistant Coaches

- Women hold 55.1% (4781 jobs) of the 8619 paid assistant coaching jobs within women's NCAA intercollegiate athletics programs.
- Women hold 46.4% of the unpaid assistant coaching positions within women's athletics.

Status of Women as Administrators

- 17.9% of women's programs are directed by a female. This figure represents a decrease from the 1998 figure of 19.4% but a slight increase from 2000 which was 17.8%.
- 18.8% of women's athletics programs have no female at all, anywhere in the athletic administrative structure.
- When Title IX was enacted in 1972, more than 90% of women's programs were directed by a female head administrator.
- Division III programs are the most likely to have a female head administrator (27.6%) while Division I programs are the least likely (8.4%).
- There are more female college presidents of Division IA schools than there are female athletic directors in Division IA programs.
- The average number of administrators in the average program is 3.35. Women hold 40% of all administrative jobs.
- Less than one female per program is found in Division II and Division III schools. Division I leads with 1.59 females per school but the overall average for all Divisions is just 1.15 females.
- The absolute number of female athletic directors has either remained static or increased in all divisions in the past two years. There are 176 female athletic directors in 2002. The 171 female athletic directors found in 2000 was 17 women fewer than in 1998 when female athletic directors totaled 188.
- In 2002, there are 3210 administrative jobs in the athletics programs of NCAA schools having women's athletics programs. That is an increase of 282 jobs from 2000.

Status of Women as Sports Information Directors

- 854 institutions have full time Sports Information Directors. In 2000 the number was 856 and in 1998, the number was 786.
- 12.3% of the full time Sports Information Directors are females. The highest percentage of female full time Sports Information Directors (13.8%) is found in Division III.

Status of Women as Athletic Trainers

- 703 institutions have full time head Athletic Trainers. In 2000 the number was 915. This drop may be due to more schools contracting out their training needs.
- 27.8% of the full time head Athletic Trainers are females. The highest percentage of female head Athletic Trainers (38.8%) is found in Division III.

Background

The architecture of sports for females in the United States has changed considerably since the enactment of Title IX in 1972 which prohibited sex discrimination in educational programs which receive federal funds.

In 1971, the AIAW (Association for Intercollegiate Athletics for Women) became a model and a new voice in the structure of collegiate sports for women. Additionally, with the passage of Title IX, a massive growth in participation took place. In contrast to the massive growth in participation, leadership positions such as coach, athletics director, official, previously mostly held by females, became more frequently occupied by males, yet no concomitant increase in the representation of female leaders in men's athletics took place.

The 1970s and 1980s saw many changes including: (1) the demise of the AIAW when the NCAA took over women's athletics and (2) the effects of historic lawsuits and legislation concerning the application of Title IX's jurisdiction to college athletics.

In the 1990s additional lawsuits provided more knowledge concerning Title IX including the fact that punitive and compensatory damages are available to the successful plaintiff in a case involving intentional violations of Title IX. Additionally current cases in the courts are exploring the applicability of Title IX jurisdiction to the NCAA itself.

We believe all athletes should have the opportunity to participate in sports programs without regard to gender. Schools which cancel sports for females OR males, especially for the purpose of altering the appearance of gender imbalance, violate the spirit of the law and demonstrate a lack of administrative creativity, courage, sincerity and contravene good administrative decision making. There is great benefit in athletic participation. Those institutions which chose to move toward compliance early in Title IX's life or which are unafraid to review budgets for all teams, including high profile teams, have found ways to meet compliance guidelines without sacrificing men's teams. We applaud those administrators who seek creative viable, all-inclusive and educationally sound solutions to the challenges of Title IX.

If you would like greater background on the topic of equity in sport or if you have questions about the data conveyed in this summary, please don't hesitate to call us in Massachusetts at 508-867-9962.

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Participation

Number of Teams Per School	
Year	Teams
2002	8.35
2001	8.23
2000	8.14
1999	7.93
1998	7.71
1997	7.51
1996	7.53
1995	7.27
1994	7.22
1993	7.02
1992	7.09
1991	7.00
1990	7.24
1989	7.19
1988	7.31
1987	7.24
1986	7.15
1985	6.99
1984	6.90
1983	6.25
1982	6.59
1981	6.46
1980	6.48
1979	6.25
(Title IX's 'Compliance' date) 1978	5.61
(Two years before enactment) 1970	2.50

- In 2002, the average number of women's teams per NCAA school was an all time high of 8.35.
- From 2001 to 2002 a total of 118 new women's teams were added.

The opportunity for female athletes to participate in intercollegiate athletics has generally increased in the past quarter century.

For example, in 1977/78, the academic year preceding the Title IX mandatory 'compliance' date, the number of varsity sports offered women was only 5.61 per school. A decade later, in 1988, the number had grown to 7.31 and another decade later, in 1998, the number had grown to 7.71. At the turn of the century, the growth continued to an average of 8.14 varsity women's teams per campus and today, in 2002, an average of 8.35 is the highest in history.

The increase in women's participation in intercollegiate athletics is perhaps a function of a number of factors including:

- a generation of females who have grown up in a post-Title IX era and whose daughters are now second generation beneficiaries of Title IX.
- a long line of successful Title IX lawsuits dealing with participation.
- society's greater acceptance of female athleticism.
- greater media time focused on female athleticism.
- commitment of organizations/individuals to encouraging colleges and secondary schools to provide full access to the benefits of athletics to both females and males.

All three NCAA divisions demonstrate an increase in participation opportunities for their female students.

	Average Number of Women's Teams Per School											
Division	**2002**	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992	1991
I	**9.36**	9.24	8.87	8.73	8.59	8.45	8.33	7.99	7.89	7.66	7.68	7.56
II	**6.94**	6.77	6.62	6.44	6.38	6.17	6.07	5.83	5.81	5.68	5.74	5.76
IIII	**8.42**	8.33	8.45	8.15	7.88	7.64	7.75	7.67	7.65	7.43	7.42	7.30

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Participation

Today

Most Women's Popular Sports in 2002

Percentage of Schools Offering Teams

Rank		
1.	Basketball	98.8%
2.	Volleyball	95.4%
3.	Soccer	87.9%
4.	Tennis	87.7%
5.	Cross Country	86.5%
6.	Softball	86.2%
7.	Track and Field	67.5%
8.	Swimming/Dive	52.0%
9.	Golf	48.4%
10.	Field Hockey	27.0%
11.	Lacrosse	26.7%
12.	Crew/Rowing	16.2%
13.	Gymnastics	12.0%
14.	Ice Hockey	8.5%
15.	Water Polo	6.0%
16.	Fencing	5.8%
17.	Skiing	5.0%
18.	Riflery	3.8%
19.	Riding	3.6%
20.	Sailing	3.1%
21.	Squash	3.1%
22.	Bowling	2.6%
23.	Synchronized Swim	1.0%
24.	Archery	0.5%
25.	Badminton	0.0%

25 years Ago

Most Women's Popular Sports in 1977

Percentage of Schools Offering Teams

Rank in *1977*		
1.	Basketball	90.4%
2.	Volleyball	80.1%
20.	Soccer	2.8%
3.	Tennis	80.0%
8.	Cross Country	29.4%
4.	Softball	48.4%
5.	Track and Field	46.1%
6.	Swimming/Dive	41.0%
10.	Golf	19.9%
7.	Field Hockey	36.3%
11	Lacrosse	13.0%
13.	Crew/Rowing	6.9%
9.	Gymnastics	25.9%
24.	Ice Hockey	1.3%
25.	Water Polo	0.0%
12.	Fencing	9.8%
16.	Skiing	3.6%
15.	Riflery	3.8%
23.	Riding	2.0%
21 tie.	Sailing	2.3%
21 tie.	Squash	2.3%
17.	Bowling	3.4%
18.	Synchronized Swim	3.3%
19.	Archery	3.0%
14.	Badminton	5.9%

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Participation

The Changing Palette of Popularity

Soccer is the third most popular sport offered to the woman intercollegiate athlete. Today, 87.9% of all women's programs include soccer, a 4000+% increase from it's 1977 level of offering in only 2.8% of the nation's intercollegiate women's athletics programs.

Crew/rowing may be following in soccer's footsteps of growth although perhaps not as swiftly. In 1977, crew/rowing was offered in only 6.9 % of the colleges and now, it is found in 16.2%. It is now 12th in popularity and growing.

Golf, found in almost half (48.4%) of the colleges, has more than doubled its popularity in the last quarter century (1977= 19.9%).

Lacrosse has also grown markedly over the years and now is found in twice as many schools (26.7%) than in 1977 (13%).

Some colleges have chosen to cut men's teams in order to create the *appearance* of greater equity between men's and women's athletics programs. Title IX does not require nor does the Office for Civil Rights recommend cutting men's teams in order to alter the balance of participation opportunities for men and women.

In Our Opinion

It is the authors' strongly held belief that cutting men's teams for the purported excuse of equity is extremely disingenuous, administratively unsound, educationally irrational and demonstrative of a lack of commitment and/or creativity in finding ways to provide all student athletes, regardless of gender, with the benefits of an athletics experience.

The practice of cutting men's teams (most often cut are men's wrestling and gymnastics) carries with it several misconceptions about the cause. Moving toward equity is NOT the cause. Over the twenty five year span of this study, a number of women's sport offerings have fluctuated even in light of the overall massive growth of the programs within which they reside. For instance, the following women's sports, similar to men's wrestling and gymnastics in their classification as 'minor' sports and lack of a large spectator base, have also decreased: gymnastics, field hockey, fencing, synchronized swimming, and badminton.

Indeed, the palette of sports offered for women has changed over the decades since Title IX was enacted. Reticence to review budgets for high profile sports even in the face of research demonstrating lack of profit production, declining student interest and talents, lack of feeder systems, perceived risks of particular sports, expense of equipment, inflated roster size (for those on scholarship) are all among the factors which, over the years, may contribute to selecting a particular sport to cut.

Sadly, some administrators hide the true reason for cutting sport opportunities for men. Instead of admitting that budget concerns have become critical because of a failure to adhere to Title IX from its early years, administrators announce that the cuts are "required' by gender equity. They are not. Indeed, those schools who moved toward equity incrementally rather than fighting its provisions every step of the way have not faced critical budget or participation issues.

Instead of admitting that high profile sports such as football are being held harmless from any review of budget allocations, men's wrestling and gymnastics are often sacrificed and equity is blamed.

There are three options in Title IX for demonstrating that a school is providing equitable opportunities for its historically under represented gender (usually women, in athletics). Schools which have put off complying with Title IX find themselves unable to meet either one of the first two options. Although not intended, the remaining option, 'proportionality,' allows administrators to chose strategy over equity. In an unprincipled attempt to *appear* to be complying with equity, the strategy followed involves cutting men's athletic participation opportunities so that the balance between men and women *appears* to be more equal. The only party benefited by such decisions is the administrator. If athletics belong on campus, and we think they do, they belong there because they offer valuable benefits for all participants, male and female alike.

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Participation

Percentage of Schools Which Offer Each Sport - By All Divisions

Sport	2002	01	2000	99	98	97	96	95	94	93	92	91	90	89	88	87	86	85	84	83	82	81	80	79	78
Archery	0.5	0.5	0.3	0.2	0.2	0.2	0.5	0.6	0.5	0.5	0.5	0.3	0.8	0.8	1.1	1.2	0.8	0.8	1.2	1.6	1.8	2.2	2.8	3.3	3.0
Badminton	0.0	0.0	0.5	0.5	0.2	0.2	0.3	0.3	0.7	0.5	0.9	0.9	1.0	1.5	1.1	1.2	2.0	2.0	1.9	2.0	3.6	4.4	5.4	6.1	5.9
Basketball	98.8	98.6	99.6	98.0	98.2	98.3	98.3	97.5	97.8	97.8	97.2	97.1	96.2	96.2	97.0	97.2	97.1	96.8	95.5	93.8	97.3	95.9	97.5	96.4	90.4
Bowling	2.6	2.2	1.4	1.2	0.9	0.8	0.5	0.3	0.3	0.8	0.5	0.3	0.8	0.8	1.6	1.9	2.0	2.0	1.9	1.9	2.9	3.3	3.6	3.6	3.4
Crew/Rowing	16.2	15.7	15.6	14.6	12.4	11.2	11.7	10.4	10.4	10.4	5.6	8.6	10.5	10.4	11.1	10.9	8.4	8.1	6.9	7.0	7.4	7.7	7.2	6.9	6.9
Cross Count.	86.5	85.0	87.8	86.2	86.0	83.1	85.2	83.0	82.6	79.9	80.1	69.0	82.1	82.2	82.4	80.1	78.5	75.2	64.0	59.9	59.5	54.0	46.6	39.6	29.4
Fencing	5.8	5.8	5.1	5.1	5.5	5.2	4.6	4.3	4.6	4.8	7.0	7.2	7.4	7.4	9.2	9.5	8.8	9.1	8.0	8.0	10.4	9.8	9.6	9.5	9.8
Field Hockey	27.0	26.7	27.4	26.7	26.6	26.0	27.1	26.9	28.2	28.0	28.1	28.9	29.4	29.9	32.6	33.5	34.8	35.5	30.2	30.3	34.6	36.1	37.1	38.2	36.3
Golf	48.4	46.8	43.4	40.6	35.1	31.9	30.4	26.7	26.1	22.9	24.0	22.9	25.8	25.0	24.3	22.5	24.5	23.0	20.5	19.8	19.7	18.5	24.1	20.8	19.9
Gymnastics	12.0	12.0	11.7	11.9	10.3	10.1	11.2	11.1	10.8	10.9	11.5	11.3	15.5	16.0	16.8	17.5	20.6	20.4	18.6	20.0	22.1	23.0	25.6	28.2	25.9
Ice Hockey	8.5	7.9	6.8	5.8	4.6	3.6	2.8	2.6	2.4	2.2	2.4	2.7	2.6	2.6	3.0	3.2	2.5	2.7	2.8	2.4	2.9	2.9	1.8	1.5	1.3
Lacrosse	26.7	26.2	26.0	24.1	21.7	20.5	20.9	18.7	17.1	16.6	16.0	16.1	16.9	16.9	18.3	18.2	16.9	17.1	13.5	13.3	13.5	13.7	13.9	13.8	13.0
Ride/Eques	3.6	3.6	3.9	3.7	3.2	3.0	2.8	2.6	3.4	3.2	2.4	2.2	3.5	3.5	2.6	2.6	2.7	2.4	2.6	2.4	2.4	2.2	3.1	2.5	2.0
Riflery	3.8	3.9	3.6	3.6	3.2	3.2	4.2	4.0	2.6	2.2	2.2	2.4	2.6	3.2	2.6	3.2	4.2	4.2	2.8	2.7	1.8	1.9	3.4	3.3	3.8
Sailing	3.1	2.7	2.9	2.9	2.4	2.6	3.5	3.5	3.9	3.9	3.8	3.6	4.0	3.8	3.4	3.2	2.9	2.7	2.7	2.8	2.7	2.4	1.9	2.5	2.3
Skiing	5.0	4.8	4.6	4.6	4.2	4.1	4.6	4.9	4.9	5.2	5.7	5.6	5.3	5.3	5.8	5.8	6.7	6.6	5.9	5.0	5.7	5.4	5.2	4.6	3.6
Soccer	87.9	86.0	84.0	81.6	78.5	75.8	68.9	61.8	55.5	49.7	45.8	44.4	41.3	38.5	38.3	35.1	29.7	26.8	18.7	16.4	16.4	12.5	8.2	4.6	2.8
Softball	86.2	85.0	82.5	79.8	81.2	79.0	77.0	74.5	75.9	74.2	72.4	70.6	70.9	69.2	72.5	72.5	69.6	68.4	65.6	65.6	67.1	65.6	62.3	58.9	48.4
Squash	3.1	3.1	3.2	3.1	3.6	3.6	3.4	3.4	3.6	3.6	3.9	3.6	3.6	3.6	3.2	3.0	3.4	3.3	2.0	2.0	2.9	2.7	2.8	2.5	2.3
Swim/Dive	52.0	51.5	52.9	51.2	45.7	44.7	48.1	47.4	48.6	47.8	51.1	51.1	53.6	53.3	55.0	54.9	54.2	53.5	44.8	42.5	49.1	48.6	46.9	44.8	41.0
Synch. Swim	1.0	1.2	1.4	1.4	0.9	0.9	0.8	0.8	0.7	0.5	1.2	1.4	0.5	0.5	0.7	0.7	1.5	1.3	1.5	1.3	2.7	3.3	3.2	3.4	3.3
Tennis	87.7	86.7	87.8	84.7	88.0	86.6	87.8	86.4	85.3	82.9	85.8	85.0	88.8	88.8	88.9	90.3	88.5	87.0	82.5	82.6	85.5	85.4	88.6	86.5	80.0
Track	67.5	67.7	68.1	67.2	64.9	64.0	65.8	63.7	65.0	63.3	66.4	64.3	68.6	66.8	66.8	64.6	67.2	63.8	58.7	57.2	62.0	59.3	58.6	54.3	46.1
Volleyball	95.4	94.7	95.2	94.2	93.5	92.1	92.4	90.9	91.5	90.6	91.1	89.1	90.6	91.2	91.2	91.0	87.7	86.3	84.0	83.6	85.7	84.9	87.8	85.9	80.1
Water Polo	6.0	5.3-	- - - - - - - - - - - - -																						

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Participation

Percentage of Schools Which Offer Each Sport By Division

Sport	Division I							Division II							Division III						
	2002	2001	2000	1998	1996	1994	1992	2002	2001	2000	1998	1996	1994	1992	2002	2001	2000	1998	1996	1994	1992
Archery	1.0	1.0	0.9	0.2	0.5	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.4	0.0	0.0	0.4	0.0	0.0
Badminton	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0	0.0	0.0	0.7	0.0	0.0	0.4	0.4	0.8	1.7	1.7
Basketball	99.9	99.0	1.3	5.4	98.1	98.1	98.1	98.0	98.7	98.7	99.4	99.3	97.7	98.3	99.4	98.7	98.2	98.7	98.5	99.4	95.7	95.7
Bowling	5.4	5.4	3.8	1.9	0.0	0.0	1.0	2.6	1.3	0.0	0.6	0.5	0.6	0.0	0.0	0.0	0.0	0.4	0.8	0.4	0.4
Crew/Rowing	27.2	26.7	26.1	20.7	18.1	13.0	12.6	7.7	6.5	6.0	6.8	4.5	5.0	2.7	12.3	12.3	12.9	9.7	11.4	12.0	8.8
Cross Country	96.0	95.5	95.7	92.5	95.8	96.4	93.0	81.9	80.0	81.2	84.2	81.6	75.2	70.7	81.1	78.9	84.7	82.2	78.8	76.4	74.4
Fencing	10.4	10.4	7.1	8.5	7.0	6.8	11.1	1.0	0.6	1.3	0.6	0.6	1.0	0.7	5.3	5.3	5.7	6.3	5.5	5.2	7.6
Field Hockey	25.7	25.7	23.7	25.4	22.8	25.0	26.8	14.2	14.2	12.8	13.6	14.0	11.2	10.8	36.8	36.0	40.4	36.1	40.0	42.5	39.0
Golf	69.8	67.3	62.6	57.3	51.6	45.3	41.1	38.7	36.8	32.2	22.6	15.1	15.5	14.3	36.0	35.5	32.9	25.7	23.1	17.6	15.5
Gymnastics	24.8	24.8	23.2	21.1	25.4	24.0	24.7	4.5	4.5	4.7	5.1	3.4	3.7	5.4	5.7	5.7	5.7	5.2	5.1	4.7	4.2
Ice Hockey	8.4	8.4	6.6	5.6	3.3	3.6	3.5	4.5	4,5	2.7	0.6	0.6	0.0	0.7	11.4	9.6	9.7	6.3	3.9	3.0	2.5
Lacrosse	24.3	23.3	21.3	20.7	18.6	12.0	14.1	12.9	12.9	12.8	8.5	7.3	5.0	4.1	38.2	37.7	39.0	33.5	32.6	29.6	24.8
Riding/Equest.	2.5	2.5	1.9	2.3	0.9	1.0	0.5	1.9	1.9	1.3	2.3	2.2	1.9	0.0	5.7	5.7	7.5	4.5	4.7	6.4	5.5
Riflery	8.4	8.4	7.6	7.5	9.3	5.7	2.5	O.O	O.O	0.6	0.0	0.6	1.2	2.0	2.2	2.6	1.8	1.9	2.4	1.0	2.1
Sailing	4.5	4.5	4.3	4.2	4.2	5.2	4.0	1.3	0.6	0.6	0.6	1.7	1.2	2.0	3.1	2.6	3.1	2.2	4.3	4.7	4.6
Skiing	5.0	5.0	5.2	3.8	5.1	4.2	4.0	3.9	3.3	2.7	3.4	3.4	3.1	5.4	5.7	5.7	5.3	5.2	5.1	6.9	7.1
Soccer	90.0	88.6	87.7	83.1	67.4	46.9	31.8	77.4	73.5	68.5	59.3	50.8	38.5	32.0	93.0	96.5	90.8	87.4	82.7	74.2	66.0
Softball	80.2	77.7	73.5	74.2	67.4	46.9	31.8	90.3	89.7	85.6	87.0	83.2	80.7	78.9	88.6	88.2	89.5	82.8	79.2	79.0	76.1
Squash	2.0	2.0	1.9	3.8	1.9	2.6	3.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.1	6.1	6.6	5.9	7.1	6.9	6.7
Swim./Diving	61.4	60.4	61.1	54.9	56.3	58.3	61.6	27.7	27.1	24.8	23.2	24.0	23.6	26.5	60.1	60.1	63.6	53.2	58.0	57.9	57.6
Synch. Swim.	2.0	2.5	1.9	1.4	1.4	0.5	0.5	0.0	0.0	1.3	0.0	0.0	0.0	0.7	0.8	0.9	0.9	1.1	0.7	1.3	2.1
Tennis	95.5	94.6	94.8	95.3	95.8	92.7	92.9	74.8	72.3	76.5	79.1	77.1	74.5	70.7	89.5	89.0	88.6	87.7	88.6	86.7	89.1
Track	86.1	86.1	82.9	82.1	85.1	83.9	83.3	52.9	52.9	54.4	50.3	46.4	47.8	52.4	61.0	61.4	64.0	61.0	63.1	61.4	60.9
Volleyball	96.0	95.5	94.8	94.4	95.3	93.8	91.4	94.8	93.5	93.3	92.7	91.6	91.9	93.9	95.2	94.7	99.5	93.3	90.6	89.3	89.1
Water Polo	9.9	8.4	-.-	-.-	-.-	-.-	-.-	1.0	2.6	-.-	-.-	-.-	-.-	-.-	4.8	4.4	-.-	-.-	-.-	-.-	-.-

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Coaching

All Divisions

2002 Percentage of Female Coaches

44.0%

By Division

Percentage of Female Coaches

Year	Division I	Division II	Division III
2002	45.1	38.9	45.6
2001	45.4	39.7	46.8
2000	46.0	39.4	48.4
1999	46.5	40.0	49.5
1998	46.2	41.7	50.7
1997	46.7	42.3	50.8
1996	47.5	41.9	51.3
1995	47.7	43.2	51.3
1994	46.9	45.4	53.6
1993	45.5	44.1	52.3
1992	46.6	42.3	52.6
1991	45.9	42.1	51.7
1990	44.2	44.0	51.8
1989	--.-		
1988	43.8	45.7	53.3
1987	--.-		
1986	45.5	46.8	57.2
1985	--.-		
1984	49.9	52.2	58.8

- The overall 2002 percentage, 44.0%, of female coaches for women's teams is the lowest in history.

- Twenty five years ago, more than 90% of women's teams were coaches by females.

- Today about 2% of men's teams are coached by women. The same was true twenty five years ago. There has been no significant increase of females coaching men's teams yet there has been a massive increase of males coaching women's teams.

- There are 361 new head coaching jobs for women's teams in the last two years. Of the 361 jobs, women have obtained only 35. Thus, in the last two years, men have obtained over 90% of the new head coaching jobs in women's intercollegiate athletics.

- Another way of putting the marketplace for head coaching positions in intercollegiate athletics is to say that: females are hired for less than 1 out of 10 of the new head coaching jobs in women's athletics and 1 out of 50 of the new head coaching jobs in men's athletics.

Our opinion: In addition to vestiges of discrimination, some of which are quite significant, female coaches are recruited differently than their male counterparts. Frequently when a new head coach is wanted for a men's team, the athletic director identifies the best coach and pays whatever it takes to get him on campus. The same athletic director will lament the absence of female applicants for a coach of a women's team but will not recruit the best one by paying what the market *should* require to have her come to the campus. Thus there is no incentive for women to apply.

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Coaching

By Sport

Percentage of Women Coaches in 2002

2002		25 years ago (1977)
33.3%	Archery	83.4%
--.-	Badminton	75.0%
62.8%	Basketball	79.4%
33.3%	Bowling	42.9%
37.9%	Crew/Rowing	11.9%
21.3%	Cross Country	35.2%
26.5%	Fencing	51.7%
96.8%	Field Hockey	99.1%
39.2%	Golf	54.6%
44.3%	Gymnastics	69.7%
40.0%	Ice Hockey	37.5%
85.9%	Lacrosse	90.7%
81.0%	Riding	75.0%
27.3%	Riflery	17.4%
11.1%	Sailing	7.1%
6.9%	Skiing	22.7%
30.7%	Soccer	29.4%
65.1%	Softball	83.5%
33.3%	Squash	71.4%
23.0%	Swimming Diving	53.6%
100.0%	Synch. Swimming	85.0%
34.5%	Tennis	72.9%
19.0%	Track and Field	52.3%
57.3%	Volleyball	86.6%
25.7%	Water Polo	--.-%

All Divisions / All Sports

Percentage of Women Coaches

2002	44.0%
2001	44.7%
2000	45.6%
1999	46.3%
1998	47.4%
1997	47.4%
1996	47.7%
1995	48.3%
1994	49.4%
1993	48.1%
1992	48.3%
1991	47.7%
1990	47.3%
1989	47.7%
1988	48.3%
1987	48.8 %
1986	50.6%
1985	50.7%
1984	53.8%
1983	56.2%
1982	52.4%
1981	54.6%
1980	54.2%
1979	56.1%
1978	58.2%
1972	90.0%+

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Coaching

In 1972, the year Title IX was enacted, more than 90% of women's teams were coached by females. By 1978, the year of mandatory Title IX 'compliance', the percentage had dropped to 58.25. Some of the large change in the early years from 1972 to 1978 was due to the massive increase in the number of teams offered for women (an increase from 2.1 in 1972 to 5.61 teams per school in 1978).

However, today, more three decades later, the declining representation of females among the coaching ranks of women's intercollegiate athletics and the lack of any increase of their representation as coaches of men's teams is due to other factors, some of which are market based, some of which are probably based on discrimination and disparate recruitment, and some of which are based on the increased opportunities provided by Title IX in other professions.

- The number of head coaching jobs in women's intercollegiate athletics has grown from 7247 in 1998 to 7771 in 2000 and grown again to 8132 in 2002. Thus, in four years, there has been an increase of 885 head coaching jobs available within women's intercollegiate athletics.

- The gender of the athletic director has a strong impact on the gender of the coaching staff within women's athletics. When gender of the athletic director is NOT considered, the 2002 percentage of female head coaches of women's teams within all divisions is 44.0%. However, when gender IS considered, the percentage grows from 44.0% to 48.0% when the athletic director is a female.

Percentage of Female Coaches of Women's Teams - 2002 by Division

	Male AD	Female AD	Without Regard to Sex
Division I	44.4%	53.4%	45.1%
Division II	37.8%	45.5%	38.9%
Division III	44.4%	48.6%	45.6%

Most Popular Sports and the Impact of the Gender of the Athletic Director on the Gender of the Coach

Most Popular Sport Rank	Percentage of Female Head Coach		
	Division I	Division II	Division III
1. Basketball			
Female AD	82.4	79.2	58.3
Male AD	67.8	51.2	63.6
2. Volleyball			
Female AD	37.5	54.2	63.8
Male AD	55.6	54.5	61.6
3. Soccer			
Female AD	50.0	9.5	26.8
Male AD	33.7	17.2	38.5
4. Tennis			
Female AD	40.0	21.1	37.5
Male AD	20.8	27.8	36.5
5. Cross Country			
Female AD	35.3	20.0	31.9
Male AD	21.5	19.6	17.4
6. Softball			
Female AD	73.3	72.7	63.0
Male AD	72.1	60.2	60.8
7. Track and Field			
Female AD	40.0	30.0	33.3
Male AD	20.8	12.5	12.3
8. Swimming/Diving			
Female AD	27.3	0.0	43.6
Male AD	15.0	31.6	21.4
9. Golf			
Female AD	75.0	50.0	18.2
Male AD	49.6	28.6	26.7
10. Field Hockey			
Female AD	100.0	100.0	96.8
Male AD	95.8	100.0	96.2

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Coaching

Percentage of Female Coaches - By All Divisions

Sport	2002	2001	2000	99	98	97	96	95	94	93	92	91	90	89	88	87	86	85	84	83	82	81	80	79	78
Archery	33.3	33.3	50.0	0.0	0.0	0.0	66.6	50.0	33.3	33.3	33.3	50.0	80.0	80.0	66.6	71.4	60.0	80.0	77.7	83.3	58.3	60.0	76.5	75.0	83.4
Badminton	-.-	-.-	66.7	66.7	100.0	100.0	50.0	50.0	75.0	66.6	80.0	80.0	50.0	33.3	66.7	71.4	66.6	75.0	57.1	62.5	70.8	72.4	72.7	73.0	75.0
Basketball	62.5	63.1	63.3	65.4	64.6	65.2	64.3	63.9	64.6	62.8	63.5	60.7	59.9	60.0	58.5	59.9	61.0	62.7	64.9	66.6	71.2	73.7	76.5	77.7	79.4
Bowling	33.3	30.8	50.0	71.4	50.0	60.0	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	11.1	9.1	16.7	16.7	28.6	35.7	47.4	45.5	40.9	36.4	42.9
Crew/Rowing	37.9	38.0	30.4	32.6	35.4	36.5	38.1	39.7	52.5	49.2	44.0	46.0	39.1	34.9	27.0	21.0	22.0	29.1	23.5	26.9	26.6	29.4	18.2	19.1	11.9
Cross Count.	21.3	21.2	19.4	19.9	21.3	20.7	21.5	22.7	21.3	17.3	20.1	20.3	20.6	20.0	19.5	18.7	21.8	21.1	19.7	22.4	21.6	22.0	25.0	29.9	35.2
Fencing	26.5	29.4	23.3	20.0	27.8	23.5	33.3	35.7	25.9	28.6	31.7	35.7	28.9	28.9	30.8	33.3	32.7	35.2	37.2	40.7	34.7	35.4	37.3	46.6	51.7
Field Hockey	96.8	97.4	99.4	98.7	97.1	97.6	97.2	97.1	97.0	98.2	97.0	97.0	97.8	97.3	96.2	96.8	97.1	93.8	98.2	96.9	99.6	98.3	98.3	97.4	99.1
Golf	39.2	40.5	48.6	49.0	46.3	45.2	50.2	53.8	47.1	47.0	45.7	47.8	41.1	45.4	41.3	37.5	44.1	37.5	39.7	40.4	48.9	49.6	46.3	55.1	54.6
Gymnastics	44.3	45.7	55.1	55.7	47.1	45.2	41.1	41.7	41.3	45.3	52.2	53.0	57.5	59.8	53.7	55.6	55.7	55.4	59.1	60.1	67.3	68.7	66.6	68.0	69.7
Ice Hockey	40.0	41.3	47.5	52.9	36.6	50.0	44.4	47.1	35.7	38.5	21.4	18.0	12.5	0.0	0.0	0.0	46.7	37.5	9.5	11.1	21.1	26.4	18.2	11.1	37.5
Lacrosse	85.9	85.6	83.7	83.1	86.0	85.2	92.6	92.6	93.0	94.8	95.7	91.5	95.1	94.2	95.2	95.1	89.0	90.1	95.0	93.9	96.9	96.7	100.0	100.0	90.7
Ride/Equest	81.0	81.0	78.3	77.3	81.0	80.0	83.3	88.2	85.0	24.2	100.0	100.0	85.7	85.7	100.0	100.0	81.2	78.6	89.5	94.4	93.8	93.4	73.7	73.4	75.0
Riflery	27.3	30.4	23.8	19.0	14.3	14.3	14.8	15.4	6.6	7.7	7.7	7.1	12.5	8.3	13.3	5.6	16.0	12.0	4.8	0.0	0.0	7.7	19.0	10.0	17.4
Sailing	11.1	12.5	0.0	0.0	0.0	0.0	4.3	4.3	0.0	0.0	8.3	4.8	12.5	4.3	5.3	5.6	5.9	6.2	15.0	19.0	22.2	31.3	8.3	13.3	7.1
Skiing	6.9	10.7	1.1	14.8	7.1	3.7	13.3	12.9	13.7	9.7	21.2	18.2	21.9	18.8	18.2	15.2	48.6	7.7	13.8	13.5	15.8	16.7	25.0	25.0	22.7
Soccer	30.7	33.4	34.0	32.5	31.9	33.1	34.0	32.7	32.9	29.9	25.8	23.5	23.1	23.9	23.0	24.1	30.7	23.9	26.8	30.6	33.0	27.7	28.0	35.7	29.4
Softball	65.1	66.8	65.4	66.3	64.3	65.2	65.0	63.4	66.7	65.3	63.7	61.5	63.8	64.6	67.2	67.5	68.0	64.9	68.6	70.9	74.6	75.8	82.9	83.1	83.5
Squash	33.3	33.3	31.6	27.8	41.6	45.8	40.9	50.0	61.9	61.9	52.2	57.1	68.2	72.1	66.7	70.6	60.0	50.0	40.0	53.3	63.2	61.2	53.0	73.3	71.4
Swim/Dive	23.0	22.9	25.7	25.9	33.9	33.7	29.2	28.7	28.1	25.4	28.2	26.8	26.4	24.4	26.3	25.7	30.0	31.2	33.2	35.0	36.5	41.4	44.8	50.9	53.6
Synch. Swim	100.0	100.0	62.5	62.5	100.0	100.0	100.0	100.0	100.0	100.0	71.4	75.0	100.0	100.0	100.0	100.0	100.0	100.0	72.7	90.0	100.0	95.3	95.0	90.5	85.0
Tennis	34.5	34.7	36.7	39.8	41.2	40.9	42.5	43.4	48.2	49.4	48.0	47.1	49.8	52.2	52.2	54.9	54.8	56.9	59.7	61.5	65.3	66.1	68.9	71.6	72.9
Track	19.0	18.7	20.1	18.5	18.7	16.4	18.5	20.6	21.0	17.8	20.4	21.3	19.6	21.6	21.6	20.8	23.1	24.1	26.8	30.6	33.7	34.8	43.1	46.5	52.3
Volleyball	57.3	57.6	59.6	62.1	67.4	67.8	66.3	67.9	70.0	68.4	68.7	69.1	68.4	71.0	71.0	70.2	71.3	72.0	75.5	76.7	74.8	78.0	83.7	83.6	86.6
	25.7	29.0																							

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Coaching

Percentage of Female Head Coaches of Women's Teams By Division

Sport	Division I							Division II							Division III						
	2002	2001	2000	1998	1996	1994	1992	2002	2001	2000	1998	1996	1994	1992	2002	2001	2000	1998	1996	1994	1992
Archery	50.0	50.0	50.0	0.0	50.0	50.0	50.0	-.-	-.-	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	100.0	0.0	0.0
Badmint.	-.-	-.-	0.0	0.0	0.0	0.0	0.0	-.-	-.-	100.0	0.0	0.0	0.0	50.0	-.-	-.-	100.0	100.0	50.0	75.0	100.0
Basketball	69.0	68.0	66.7	65.1	68.7	70.0	72.2	55.6	56.2	54.7	59.5	58.0	53.1	51.4	62.2	63.4	65.8	67.5	64.9	68.1	63.9
Bowling	36.4	36.4	50.0	50.0	0.0	0.0	100.0	25.0	0.0	54.7	100.0	0.0	0.0	0.0	-.-	-.-	50.0	0.0	0.0	0.0	0.0
Crew/Row.	40.0	38.9	32.7	40.1	41.0	64.0	44.0	33.3	40.0	33.3	33.3	12.5	37.5	50.0	35.7	35.7	25.0	30.8	41.3	46.4	42.0
Cross Cou.	22.7	22.4	20.3	22.8	23.8	17.3	19.4	19.7	17.7	17.4	15.4	14.4	23.1	17.3	21.1	22.2	19.7	24.0	24.3	24.2	22.6
Fencing	19.0	19.0	0.0	27.8	33.3	15.4	18.2	0.0	0.0	50.0	0.0	0.0	50.0	0.0	41.7	50.0	46.2	29.4	35.7	33.3	5.0
Field Hock.	96.2	96.2	98.0	98.1	98.0	97.9	98.1	100.0	100.0	100.0	95.8	100.0	94.4	93.8	96.4	97.6	100.0	96.9	96.1	97.0	96.0
Golf	51.8	52.2	64.4	59.8	67.6	60.9	60.9	30.0	29.8	20.8	25.5	40.7	32.0	23.8	24.4	28.6	38.7	34.8	22.0	26.8	24.3
Gymnastics	44.0	44.0	59.2	42.2	38.8	39.1	51.0	42.9	42.9	28.6	44.4	33.3	50.0	37.5	46.2	53.8	53.8	71.4	53.8	45.5	70.0
Ice Hockey	58.8	58.8	64.3	50.0	71.4	42.8	29.0	28.6	42.9	25.0	100.0	0.0	0.0	0.0	30.8	27.3	40.9	23.5	30.0	29.0	16.6
Lacrosse	87.8	89.4	88.9	90.1	95.0	100.0	96.4	80.0	75.0	68.4	80.0	92.3	87.5	100.0	86.2	86.0	84.3	84.5	91.6	91.3	94.9
Riding/Eque.	80.0	80.0	75.0	80.0	100.0	50.0	100.0	66.7	66.7	100.0	75.0	100.0	100.0	0.0	84.6	84.6	76.5	83.3	75.0	86.6	100.0
Riflery	35.3	35.3	31.3	18.8	20.0	9.0	20.0	-.-	-.-	0.0	0.0	0.0	0.0	0.0	0.0	16.7	0.0	0.0	0.0	0.0	0.0
Sailing	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	33.3	14.3	16.7	0.0	0.0	0.0	0.0	0.0
Skiing	20.0	20.0	9.1	0.0	9.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	37.5	0.0	7.7	16.7	14.3	23.0	25.0	17.6
Soccer	35.2	37.4	36.8	34.5	39.3	36.7	27.0	15.8	16.7	22.5	20.6	20.9	16.1	6.4	35.4	39.0	37.2	34.9	36.0	37.0	31.2
Softball	72.2	72.6	74.8	70.3	75.2	77.1	71.6	62.1	63.3	57.9	60.4	56.4	60.0	55.2	61.4	64.7	62.7	62.8	64.8	64.1	64.1
Squash	25.0	25.0	0.0	50.0	75.0	80.0	42.9	-.-	-.-	0.0	0.0	0.0	0.0	0.0	35.7	35.7	40.0	37.5	33.3	56.3	56.3
Swim/Dive	16.1	15.6	14.0	23.9	21.5	23.3	21.3	27.9	26.2	37.8	40.0	27.9	31.6	23.1	27.7	28.5	33.1	40.6	36.4	31.9	35.8
Synch/Swim.	100.0	100.0	75.0	100.0	100.0	100.0	100.0	-.-	-.-	0.0	0.0	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	80.0
Tennis	36.8	38.7	38.5	44.3	40.8	45.5	44.0	26.7	29.5	28.9	30.5	30.4	41.7	38.5	36.8	33.5	39.1	45.0	51.3	54.5	56.1
Track	22.4	21.3	20.0	21.1	18.0	19.9	21.2	14.6	13.4	13.6	8.9	12.1	15.6	18.2	17.3	18.6	24.0	21.3	22.3	25.2	20.7
Volleyball	54.1	54.4	60.5	63.7	60.4	57.8	41.4	54.4	55.9	58.3	64.6	62.8	73.0	71.7	62.2	61.6	59.3	72.9	74.0	78.4	76.8
Water Polo	40.0	47.1	-.-	-.-				0.0	0.0						9.1	10.0					

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Assistant Coaching

Percentage of PAID Assistant Coaches of Women's Teams Who Are FEMALES

Year	All Divisions	Division I	II	III
2002	55.5	56.6	52.5	55.5
2001	55.3	57.3	51.1	54.8
2000	58.1	59.1	56.1	57.6
1999	57.7	59.3	52.9	57.5
1998	59.8	62.0	54.5	59.3
1997				
1996	60.5	61.1	60.2	59.9
1995				
1994		62.1		
1993				
1992		59.8		

Absolute Number of PAID Assistant Coaches (M&F) in NCAA's Women's Programs

Year	All Divisions	Division I	II	III	From Prior Year All -Change
2002	8619	4036	1590	2907	+245
2001	8374	3971	1496	2820	+623
2000	7751	3539	1316	2896	+290
1999	7461	3467	1243	2751	+694
1998	6767				
1997					
1996	5902				

Average Number of PAID Assistant Coaches (M&F) Per School

Year	All Divisions	Division I	II	III
2002	8.8	12.6	6.2	7.4
2001	8.6	12.4	5.8	7.2
2000	8.2	11.2	5.1	7.5
1999	7.9	11.0	4.8	7.1
1998	7.2	10.5	4.4	6.4

Absolute Number of PAID Assistant Coaches (FEMALE) in NCAA's Women's Programs

Year	All Divisions	Division I	II	III	From Prior Year All -Change
2002	4781	2283	834	1614	+146
2001	4635	2274	764	1549	+146
2000	4489	2098	734	1657	+74
1999	4297	2056	658	1583	+250
1998	4047				
1997					
1996	3573				

Average Number of PAID Assistant Coaches (FEMALE) Per School

Year	All Divisions	Division I	II	III
2002	4.9	7.1	3.2	4.6
2001	4.8	7.1	3.0	4.4
2000	4.8	6.6	2.9	4.3
1999	4.6	6.5	2.5	4.1
1998	4.3	6.5	2.4	3.8

Percentage of UNPAID Assistant Coaches of Women's Teams Who Are Females

Year	All Divisions	Division I	II	III
2002	46.4	48.9	42.9	45.9
2001	45.7	56.7	47.6	40.4
2000	53.2	56.7	51.7	49.8
1999	57.7	58.7	41.3	51.0

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Administration

- In 1972 more than 90% of women's programs were directed by a female head administrator. Today only **17.9% of women's programs are directed by females**
- About **four out of five** women's athletics programs are **administered by a male**.
- **No female anywhere,** at any level in the administrative structure of women's programs is the characteristic of 18.8% of the NCAA women's athletics programs. The 2002 data of 18.8% is an improvement from two years ago when 23% of women's programs had no female involved.
- **No woman's voice** is heard in the administration of almost **one out of every five** women's athletics program.
- **Division II has the lowest representation of females** in the administrative staffs of women's programs. About 31% (more than 1 in 3) of Division II programs totally lack any female representation in their administrative structure. **Division II has the lowest number of women's teams** per school at 6.94. **Division II also has the lowest percentage of female coaches** at 38.9%.
- **Division III has the highest percentage of female athletic directors** at 27.6% More than a fourth of the Division III women's programs are headed by women, and the data for 2002 represent an increase from 2000 when the percentage was 25.6.
- **Division I has the lowest percentage of female athletic directors** at 8.4%, down from 8.5% in 2002.
- 2002 brings an **increase in the average number of administrators** per program. The average is 3.4 in 2002, up from 3.05 in 2000. Division I has the most at 5.08 and Division II has the fewest at 2.36.
- There are **3210 administrative jobs** in NCAA programs which include women's athletics. This is an **increase of 282 jobs** since the year 2000.
- **Women hold 31.2% of the administrative jobs**, all divisions combined. Two years ago women held 34% of all administrative jobs.
- **Division I had the greatest increase in size** of administrative staffs. The growth of Division I staffs was more than 4 times the increase in staff size of Division II and 77 times more than Division III.
- There are **more female college presidents in Division IA** programs **than female athletic directors** in Division IA programs.
- **Division I averages 1.59 females** in the administrative staffs per school. Division II is the lowest with only .87 females per school even though it averages 2.52 administrators per school.
- The number of athletic administrators on campus has grown steadily over the years as has the number of females within those administrations. However, the positions held by the **females are more frequently support staff** position rather than policy making positions.
- The absolute number of female athletic directors has increased in Division III even though the staff size has not significantly grown.
- The total of **175 female athletic directors in 2002** is 4 women more than in 2000 and yet it is smaller than in 1998 when female athletic directors totaled 188.

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Administration

Percentage of FEMALE Head Athletic Directors of Women's Programs		
Year	Percent Female Head	%Change +/-
2002	17.9	+0.1
2000	17.8	-1.6
1998	19.4	+0.9
1996	18.5	-2.5
1994	21.0	+4.2
1992	16.8	+0.9
1990	15.9	-0.2
1988	16.1	+0.9
1986	15.2	-1.8
1984	17.0	-3.0
1982	Data not available	
1980	20.0	-70.0

1972	90.0+	

Percentage of MALE Head Athletics Directors of Women's Programs - By Division				
Year	All Divisions	Division I	Division II	Division III
2002	82.1	91.6	85.9	72.4
2002	82.2	92.5	82.5	74.4
1998	80.6	90.1	81.4	70.6
1996	81.4	91.2	83.2	71.8
1994	79.0	90.6	83.8	66.1
1992	83.2	91.4	85.0	75.2
1990	84.1	93.0	84.8	75.2
1988	84.0	91.6	85.4	77.1
1986	84.8	90.7	84.8	79.6
1984	83.0	90.0	84.1	78.8

Percentage of FEMALE Head Athletics Directors of Women's Programs - By Division			
Year	Division I	Division II	Division III
2002	8.4	16.1	27.6
2000	8.5	17.4	25.6
1998	9.9	18.6	29.4

Percentage of Women's Program Totally Lacking Any Female Administrator of Any Rank				
Year	All Divisions	Division I	Division II	Division III
2002	18.8	7.4	31.0	20.6
2002	23.0	13.3	36.2	22.4
1998	20.8	6.6	33.3	23.8
1996	23.9	7.4	38.5	27.5
1994	24.4	9.9	44.7	21.5
1992	27.8	14.6	38.8	31.9
1990	30.3	21.8	39.9	32.8
1988	32.5	25.6	33.3	37.9
1986	31.9	23.4	34.1	38.3
1984	31.6	21.4	36.9	36.9

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Administration

Gender Representation in Administrative Structures of Women's Programs

Year	# of Jobs	# Held: Women	Change (Females)	Number of Jobs Increased (M&F)
2002	3210	1293	+295	+282
2000	2928	998	+45	+418
1998	2510	953	+90	+77
1996	2433	863	+19	-100
1994	2533	844	+140	+247
1992	2286	704	+704	+412
1990	1874	600	+47	+47
1988	1827	528	+214	+214
1986	1613			

Average Number of FEMALES in Athletic Administrative Structures Per Schoo

Year	All Divisions	Division I	Division II	Division III
2002	1.15	1.59	0.87	0.95
2000	1.04	1.32	0.77	0.94
1998	1.01	1.35	0.79	0.89
1996	0.99	1.36	0.70	0.86
1994	0.96	0.83	0.76	0.67
1992	0.83	1.10	0.60	0.74
1990	0.76	0.89	0.64	0.71
1988	0.67	0.75	0.54	0.67

Number of Female Head Athletic Directors

Year	Division I	Division II	Division III
2002	27	41	108
2000	27	45	99
1998	30	48	110

Average Number of Athletic Administrators (M&F) Per School, By Division

Year	All Divisions	Division I	Division II	Division III
2002	3.34	5.08	2.52	2.36
2000	3.05	4.31	2.34	2.35
1998	2.67	3.93	2.24	2.02
1996	2.78	4.11	2.18	2.07
1994	2.87	4.38	2.09	2.11
1992	2.70	4.08	2.12	1.90
1990	2.35	3.06	2.05	1.83
1988	2.32	2.77	2.02	2.10

Four Most Common Administrative Structures

20.2%: 3 administrators (Male AD, one female and one male asst./assoc. ADs)
14.7%: 2 administrators (Male AD, one female asst/assoc AD)
10.1%: 1 administrator (Male AD)
6.8%: 4 administrators (Male AD, one female and 2 male asst./assoc. AD

- When the athletic director is a female, there is a greater likelihood of females serving as coaches of women's teams.
- When there is no woman at all in the administrative structure, the average percentage of female coaches drops from 44.4%(when all schools are considered) to only 36.3%

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Sports Information

Percentage of Schools Having a Full Time Sports Information Director

Year	All Divisions	Division I	Division II	Division III
2002	87.7	99.5	93.5	73.2
2000	89.5	98.6	94.6	77.6
1998	83.6	100.0	84.7	69.9
1996	82.7	99.1	86.0	66.6
1994	78.3	100.0	79.5	59.7

Percentage of FEMALE Full Time Sports Information Directors

	2002	2000	1998	1996	1994
All Divisions	12.3	9.5	14.2	11.9	13.1
Division I	10.9	9.6	13.1	12.2	11.5
Division II	12.4	6.4	12.7	7.1	10.2
Division III	13.8	11.9	16.5	15.9	18.0

Athletic Training

Percentage of Schools Having a Full Time Head Athletic Trainer

Year	All Divisions	Division I	Division II	Division III
2002	72.2	84.6	70.9	61.2
2000	93.9	96.7	97.3	89.0
1998	92.3	99.5	95.5	84.4

Percentage of FEMALE Full Time Athletic Trainers

	2002	2000	1998
All Divisions	27.8	25.5	28.6
Division I	15.4	17.6	18.9
Division II	29.1	24.1	27.2
Division III	38.8	34.5	38.8

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